

GEHC's Commitment to Equal Opportunity and Affirmative Action

GEHC is committed to maintaining a work environment that is free from any and all forms of unlawful discrimination and harassment. The details of GEHC's commitment and the related expectations of managers and employees are outlined in GE's Respectful Workplace policy. It is the company's policy to prohibit discrimination and harassment against any applicant, employee, vendor, contractor, or customer on the basis of race, color, religion, sex, national or ethnic origin, age, disability, pregnancy, veteran status, genetic information, sexual orientation, gender identity and expression, citizenship status, or any other basis prohibited by law. It is also the company's policy to prohibit any and all forms of retaliation against any individual who has complained of harassing or discriminatory conduct or participated in a company or agency investigation into such complaints.

Affirmative Action Policy

As a U.S. federal contractor, GEHC is subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended and Section 503 of the Rehabilitation Act of 1973, as amended. A written Affirmative Action Program is in place for all U.S. GEHC facilities, as required by law. The non-confidential portions of the Veterans and Individuals with Disabilities AAPs will be made available to employees or applicants for review upon receipt of a written request by the Human Resources Manager.

It is GEHC's policy to take affirmative action to employ, advance in employment, and otherwise treat qualified minorities, women, protected veterans, and individuals with disabilities without regard to their race/ethnicity, sex, veteran status, or physical or mental disability. GEHC ensures that all employment decisions are based only on valid job requirements. Under this policy, GEHC also will provide reasonable accommodation to the known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of the company's business.

Company policy prohibits employees and applicants from being subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of any Federal, state or local law requiring equal opportunity; (3) opposing any act or practice made unlawful by any Federal, state or local law requiring equal opportunity; or (4) exercising any other right protected by Section 503 or Section 4212 or their implementing regulations.

Any employee who suffers or observes harassment or any other violation of this policy is strongly encouraged to report this through GEHC's open reporting program. GEHC will promptly and thoroughly investigate the alleged misconduct and, if a violation of this policy is found, will take immediate and appropriate corrective action.

Responsibility for Implementation

I am committed to the company's equal opportunity and affirmative action policies. The Human Resources Managers and EEO/AA Leaders are responsible for establishing and maintaining an internal audit and reporting system to allow for effective measurement of, and compliance with, the company's affirmative action programs and will ensure dissemination and implementation of equal employment opportunity and affirmative action throughout the organization.



Peter Arduini
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